

Procedure Name:	Diversity, Equality, and Inclusion Policy Statement
Applies to:	Employees and Board
Procedure Location:	
Effective Date:	May 9, 2025
Date(s) of Revision:	
References:	COA Governance Standard 5.04

At The Masonic Home for Children at Oxford, we are deeply committed to fostering a diverse, equitable, and inclusive environment where everyone feels valued and empowered to contribute regardless of their background, identity, or circumstance. We actively strive to represent the communities we serve in our staff, leadership, and programming, ensuring that our services are accessible and tailored to meet the unique needs of all individuals.

MHCO maintains several policies and procedures supporting DEI concepts related to residents, service recipients, families, employees, and other stakeholders. These are included in but not limited to Human Resources and Service Planning and Delivery. MHCO strives to provide fairly for all within the distinction of the Home’s unique program structure.

Authorizing Signatures

Administrator _____ Date _____

HR and Training Coordinator _____ Date _____